

RESOLUTION 1996- 58

RESOLUTION ADOPTING A STATEMENT OF POLICY
ON WORKFORCE ACCOMMODATION

WHEREAS, the Authority, through its Board of Trustees, adopted a policy embracing the philosophy and concepts of Total Quality as its preferred way of doing business;

WHEREAS, the Board of Trustees adopted a Board Policy Goal to transform RTA's organization culture to one that reflects Total Quality, where the focus is on the customer, teamwork, communication, and commitment; and

WHEREAS, the Authority has engaged in extensive training and education of its employees in the quality planning, quality improvement and culture change concepts of Total Quality essential to achieving the transformation;

WHEREAS, it is critical that employees are encouraged to apply these concepts in making process improvements and are supported by a work environment that fosters performance at the highest level possible without fear of job loss; and

WHEREAS, the Authority's commitment to creating that work environment has been formulated into a policy so that all employees are aware of and encouraged by that commitment.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Greater Cleveland Regional Transit Authority, Cuyahoga County, Ohio:

Section 1: That the "Statement of Policy on Workforce Accommodation," a copy of which is attached hereto and fully incorporated herein, is hereby adopted and approved by the Board of Trustees of the Greater Cleveland Regional Transit Authority.

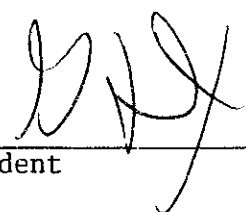
Section 2: That the General Manager/Secretary-Treasurer is hereby authorized, pursuant to the authority granted to him by the Greater Cleveland Regional Transit Authority Bylaws, to issue all necessary administrative procedures to implement the policy approved by this resolution without further action by this Board.

Section 3: That this resolution shall be effective immediately upon its adoption.

ATTACHMENT: Greater Cleveland Regional Transit Authority "Statement of Policy on Workforce Accommodation" dated April 16, 1996.

Adopted: April 16, 1996

Attest: 
General Manager/Secretary-Treasurer



President

STATEMENT OF POLICY ON WORKFORCE ACCOMMODATION

As a part of its vision to provide outstanding transit services and make an important contribution to the community, the Greater Cleveland Regional Transit Authority is committed to its employees. We strive to create a culture that embraces the thinking, philosophy and practice of Total Quality, and one that encourages employees to actively engage in process improvements and perform at their highest capacity. As our vision becomes our way of doing business at the GCRTA, implementing process improvements will change our organization's structure. In the event job duties are eliminated as a result of process improvements or new technology, the Authority commits to making its best effort to provide continued employment for affected employees. These employees are expected to partner with the GCRTA in developing new skills and performing new job duties.

This policy is not intended to address the needs of employees with performance deficiencies nor to apply to any reduction in workforce or realignment due to adverse economic conditions.